Workplace Bulletin

April 27, 2006

Également disponible en français.

The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

In this issue

	Page
• Recent Collective Bargaining Settlements	2
• Current and Upcoming Key Negotiations	9
• Major Work Stoppages	13
• The Canadian Labour Congress at 50: Commitment and Determination	13
• Beyond Collision: High Integrity Labour Relations—NorskeCanada and Communications, Energy and Paperworkers Union of Canada Case Study	14
• Coming in the next *Bulletin*	14
• For more information	15
• Mailing list—Add or remove my name	15

Government of Canada Gouvernement du Canada

Canada

Recent Collective Bargaining Settlements

Available summary reports of the most recent collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. Use the individual links below to access the reports.

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Prince Edward Island	
Health Services & Regional Health Authorities of PEI, province-wide Canadian Union of Public Employees (800 non-medical employees) **0538009**	Dec 14/2005 ********** Apr 01/2004 – Mar 31/2007
Nova Scotia	
Halifax Regional Municipality, Halifax Canadian Union of Public Employees (530 outside employees) **1195703**	Nov 08/2005 ********** Nov 01/2004 – Oct 31/2008
New Brunswick	
New Brunswick Power Corporation, province-wide International Brotherhood of Electrical Workers (600 customer service employees) **1284902**	Nov 15/2005 ********** Jan 01/2006 – Dec 31/2007

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Quebec	
Associated Clothing Manufacturers of the Province of Quebec, Inc., Montréal Union of Needletrades, Industrial and Textile Employees (3,200 production employees) **0090508**	Nov 30/2005 ********** Dec 01/2005 – Nov 30/2009
Canadian Forces Base, Valcartier Public Service Alliance of Canada (130 operational employees; administrative services employees) **0846808**	Feb 13/2006 ********** May 01/2005 – Jun 30/2008
City of Gatineau, Gatineau Fédération des employées et employés de services publics inc. (680 inside employees) **1349501**	Oct 25/2005 ********** Jan 01/2002 – Dec 31/2007
Innotech Aviation, Division of Groupe I.M.P. Limitée, Dorval Employees' Association of Innotech Aviation Enterprises Ltd. (100 aircraft maintenance employees) **0977506**	Dec 23/2005 ********** Jul 01/2005 – Jun 30/2009
Les ameublements El Ran Ltée, Pointe-Claire Association des employés d'ameublement El Ran Inc. (510 production employees) **1138903**	Oct 11/2005 ********** Apr 01/2005 – Mar 31/2010 Reopener: Apr 01/2008

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
MusiquePlus Inc., Montréal Syndicat des employées et employés de MusiquePlus (150 broadcast and television employees) **1296002**	Oct 23/2005 ********** Sep 01/2005 – Aug 30/2008
TD Visa, Montréal Communications, Energy and Paperworkers Union of Canada (120 customer service employees) **1344101**	Dec 07/2005 ********** Dec 07/2005 – Mar 31/2007
University of Montréal, Montréal Fédération nationale des enseignantes et des enseignants du Québec (2,200 lecturers) **0752008**	Oct 03/2005 ********** May 02/2005 – Aug 31/2006
University of Montréal, Montréal Syndicat général des professeurs de l'Université de Montréal (1,300 professors) **0524012**	Dec 15/2005 ********** Jun 01/2005 – May 31/2008
Ontario	
Conseil des écoles catholiques de langue française du Centre-Est, Ottawa Association des enseignantes et des enseignants franco-ontariens (800 elementary and secondary teachers) **1127505**	Oct 03/2005 ********** Sep 01/2006 – Aug 31/2008

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Conseil scolaire catholique de district des Grandes Rivières, Timmins Association des enseignantes et des enseignants franco-ontariens (650 elementary and secondary teachers) **1127204**	Oct 03/2005 ********** Sep 01/2006 – Aug 31/2008
Conseil scolaire de district catholique Centre-Sud, Toronto Association des enseignantes et des enseignants franco ontariens (730 elementary and secondary teachers) **1127304**	Oct 03/2005 ********** Sep 01/2006 – Aug 31/2008
Conseil scolaire de district catholique de l'Est Ontarien, L'Orignal Association des enseignantes et des enseignants franco ontariens (630 elementary and secondary teachers) **1127404**	Oct 03/2005 ********** Sep 01/2006 – Aug 31/2008
DHL Express Canada Ltd., province-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (1,100 couriers; owner operators; office employees) **0366409**	Oct 28/2005 ********** Nov 01/2005 – Oct 31/2008
Kawartha Pine Ridge District School Board, Peterborough Elementary Teachers' Federation of Ontario (640 occasional teachers) **1232605**	Feb 23/2006 ********** Sep 01/2004 – Aug 31/2008

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Lear Canada Ltd., Whitby National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (740 plant and maintenance employees) **1299002**	Nov 23/2005 ********** Nov 26/2005 – Nov 21/2008
National Grocers Co. Ltd., Toronto United Food and Commercial Workers International Union (770 warehouse employees) **0431509**	Nov 10/2005 ********** Nov 01/2004 – Apr 15/2013
Sisters of Charity of Ottawa Health Service, Ottawa Canadian Union of Public Employees (860 health service and trade employees) **1057604**	Oct 11/2005 ********** Apr 01/2005 – Mar 31/2007
The Shopping Channel, Toronto, Brampton and Mississauga United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (250 retail and call centre employees; warehouse employees) **1277603**	Nov 16/2005 ********** Nov 15/2005 – Nov 14/2008
Transit Windsor, Windsor Amalgamated Transit Union (200 bus drivers; administrative services employees; service and maintenance employees) **0376710**	Dec 04/2005 ********** Oct 01/2005 – Sep 30/2009

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Walker Exhausts, Cambridge United Steelworkers of America (600 plant and maintenance employees) **0199009**	Nov 26/2005 ********** Feb 07/2006 – Feb 06/2009
Alberta	
Grant MacEwan College, Edmonton Grant MacEwan College Faculty Association (1,250 professors) **1353601**	Oct 18/2005 ********** Jul 01/2004 – Jun 30/2008 Reopener: Jul 01/2007
British Columbia	
Okanagan Mainline Municipal Labour Relations Association, Kelowna Canadian Union of Public Employees (530 inside employees; outside employees) **0729408**	Oct 18/2005 ********** Jan 01/2006 – Dec 31/2009
Nunavut	
Government of Nunavut, Territory-wide Federation of Nunavut Teachers (640 elementary and secondary teachers) **1229903**	Nov 14/2005 ********** Jul 01/2005 – Jun 30/2009

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Multiprovince	
Algoma Central Railway Inc., system-wide various unions (120 operating employees; shopcraft employees; non-operating employees) **1024204**	Nov 28/2005 ********** Feb 01/2005 – Jan 31/2010
Bombardier Inc., Moose Jaw, Saskatchewan and Cold Lake, Alberta International Association of Machinists and Aerospace Workers (130 aircraft maintenance employees) **1343301**	Oct 23/2005 ********** Jul 02/2005 – Jun 30/2007
St. Lawrence Seaway Management Corporation, Maisonneuve Region, Quebec and Niagara Falls, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (120 supervisors) **0326609**	Dec 01/2005 ********** Apr 01/2005 – Mar 31/2008
St. Lawrence Seaway Management Corporation, St. Lawrence Region, Multiprovince and Cornwall, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (460 operational employees) **0326510**	Dec 01/2005 ********** Apr 01/2005 – Mar 31/2008

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Upper Lakes Group Inc., Great Lakes Region, Multiprovince and St. Lawrence Region, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (300 unlicensed personnel) **0318908**	Nov 18/2005 ********** Apr 01/2005 – Mar 31/2008

A full listing of recent collective bargaining settlements is available in PDF format at Current Settlement Listing.

Negotech, a searchable labour relations database provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	*Union*	*Employees*	*Status **	*Expiry Month*
Federal Jurisdiction				
Public Sector				
Government of Canada	various unions	28,500	CO/B	May 02-Sep 05
Canada Post	CUPW/CPAA	12,630	B	Dec 05
Atomic Energy of Canada (Ont. and Que.)	various unions	1,610	B	Dec 05/Mar 06
Communications Security Establishment	PSAC	1,000	B	Feb 06

Employer	*Union*	*Employees*	*Status **	*Expiry Month*
National Research Council of Canada	various unions	1,000	B	Dec 04/Apr 05
CBC/Radio-Canada	various unions	910	B	Dec 05
Private Sector				
NAV CANADA	CAW-CANADA/ IBEW	2,000	B/TENT/ MED	May 05/Aug 05
Air Transat	CUPE	1,180	CO	Oct 05
TELUS Corp. (Que)	CUPE	1,140	B	Dec 05/Mar 06
Hudson Bay Mining and Smelting Company	various unions	1,090	B	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Vancouver Terminal Elevators' Association	BCGSE	650	CO	Dec 05
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA/OPSEU	51,540	B	Mar 06
British Columbia Public School Employers Association	Teachers	42,000	B	Jun 06
British Columbia Health Sector	various unions	29,000	TENT	Mar 06
Government of Newfoundland and Labrador	Nurses/Teachers/ Healthcare	13,700	B/TENT	Aug 04/Jun 05

Employer	*Union*	*Employees*	*Status **	*Expiry Month*
Government of Manitoba	MGGEU	12,100	B	Mar 06
Government of New Brunswick	NBPEA/CUPE	11,050	B/CO	Aug 04/Mar 05
College Compensation and Appointments Council (Ont.)	OPSEU	9,100	ARB	Aug 05
Calgary Health Authority	AUPE	8,500	TENT/B	Mar 04/Mar 05
Government of Ontario	Police	7,680	B	Dec 05
Government of Nova Scotia	CUPE/ CAW-CANADA	5,800	B	Mar 06
City of Edmonton	various unions	5,600	B	Dec 05
Government of Quebec	Police	4,800	B	Jun 02
Manitoba Hydro	various unions	4,060	B/CO	Mar 06/May 06
Hydro-Québec	CUPE	3,200	B	Dec 04
University of Montréal	CUPE	2,000	B	Nov 05
Private Sector				
B.C. Construction	various unions	26,000	B	Apr 04
Bombardier Aerospace (Que.)	Machinists	6,300	B	Nov 05
INCO Limited (Ont.)	Steelworkers	3,610	B	May 06

Employer	*Union*	*Employees*	*Status* *	*Expiry Month*
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	B	Mar 05
Falconbridge Ltd. (N.B.)	Steelworkers	650	B	Feb 06

*
ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	*Union*	*Employees*	*Expiry Month*
Ontario Hospital Association	various unions	34,650	Sept/Oct 06
Air Canada (wage reopeners)	various unions	30,790	Jun/Jul 06
Health Sectors in Prince Edward Island, Nova Scotia and Manitoba	various unions	16,300	Mar 06
Loblaws (Ont.)	UFCW	15,000	Jul 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **April 7 to 20, 2006**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
New Flyer Industries, Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) 670 production employees	Wages, pension plan and job security	Apr 5/2006	
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and office employees	Subcontracting	Jan 26/2006 lockout	

The Canadian Labour Congress at 50: Commitment and Determination

The Canadian Labour Congress turns fifty this month. It was on April 23rd, 1956, at a convention in Toronto, that the Canadian Labour Congress was born from the union of the Trades and Labor Congress of Canada and the Canadian Congress of Labour. The Canadian Labour Congress, the national voice of the labour movement, represents 3 million Canadian workers and brings together Canada's national and international unions along with the provincial and territorial federations of labour and 135 district labour councils.

Over the years, the Canadian Labour Congress has been instrumental in helping to bring to all Canadians so many benefits that were first bargained in collective agreements one workplace at a time. Most notably: the Canada Pension Plan, overtime and holiday pay, student loans, universal public medicare, laws promoting health and safety including the right to refuse dangerous work, protection against harassment and more recently maternity and parental leaves.

In a show of public recognition of this record of accomplishments and of service to Canadian working families, on April 20, Canada Post issued a commemorative 51¢ stamp celebrating the 50th anniversary of the Canadian Labour Congress.

"We are thankful for this public acknowledgement of the value of unions to Canadian society and economy," says Ken Georgetti, president of the Canadian Labour Congress. "Over the next few months in our regular work, the officers and staff of the Canadian Labour Congress will also mark this 50th anniversary with renewed commitment and determination to promote and improve the rights and the quality of life of working Canadians."

For more information, visit the Web site at http://canadianlabour.ca.

Beyond Collision: High Integrity Labour Relations—NorskeCanada and Communications, Energy and Paperworkers Union of Canada Case Study

Darcy Shenfield and Allen Ponak
Haskayne School of Business, University of Calgary

By the 1990s, the British Columbia pulp and paper industry had a well-earned reputation for some of the most acrimonious labour-management relations in Canada. Following a bitter strike in 1997, Fletcher Challenge's labour relations on the West Coast were among the worst in the industry. Today, the merged operations of Fletcher Challenge Canada and Pacifica Paper, known as NorskeCanada, have undergone a dramatic turnaround in labour-management relations. The change is the product of new management and ownership working with the Communications, Energy, and Paperworkers Union to establish a relationship that is maturing and is still best described as a work in progress. This case study looks at how the turnaround was achieved with special attention directed to the Powell River mill, formerly owned by Pacifica Paper, where the majority of the interviews were conducted.

The above is a summary of a full article available at List of articles and case studies.

Coming in the Next *Bulletin*

- Wage Settlements Recent—**March and 1st Quarter 2006** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Workplace Innovative Practices—**1st Quarter 2006**
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services: 1 800 567-6866

Ottawa-Gatineau area: 819 997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

MAILING LIST—Add or Remove my Name

The new *Workplace Bulletin* will provide you with relevant information on a variety of topics. To continue to receive the *Workplace Bulletin* **FREE OF CHARGE,** please add your name to the mailing list using the link below.

I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

PRIVACY STATEMENT

© Workplace Information Directorate, HRSDC—Labour Program

April 27, 2006